

Article 16
PROFESSIONAL FEES AND SUBSCRIPTIONS

- A. If the Employer requires an employee to become a member of a professional organization or if the Employer requires an employee to subscribe to a professional journal, the Employer agrees to pay such fees, dues or subscriptions.
- B. Any such professional journals shall be sent to the employee at the employee's work address, shall be shared with employees at the work site and shall be considered the property of the Employer. In the event that the subscribing employee leaves his/her position, such subscription shall become the property of the Employer.
- C. If the Employer pays dues or fees for membership, such membership shall be considered to belong to the Employer and any benefit accruing therefrom shall be shared with employees at the work site. In the event that an employee for whom such membership was purchased terminates his/her employment at the work site, the Employer reserves the right to cancel such membership or transfer such membership to another employee.
- D. Unit members who maintain a license or professional certificate will be eligible for reimbursement of the attendant fees under the following conditions:
 - 1. The license or professional certificate is required by the state for continued state employment.
 - 2. The Appointing Authority has a specific written policy which prohibits the employee from engaging in outside employment (including self-employment for a fee) in activities requiring the possession of a license or professional certificate for which the state reimburses the employee.
 - 3. The Appointing Authority may reimburse qualified unit members upon documentation of the criteria specified in Sections A and B.
 - 4. Reimbursements shall be processed in accordance with Department of Management and Budget, Office of Accounting Procedures.